



# MFWO

## MONEY PURCHASE PENSION PLAN

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May 2025

### Participant Fee Disclosure as of December 31, 2024

This document contains important information covering your participation in the MFWO Money Purchase Pension Plan (“Plan”) and displays plan-level fees that may be charged to your account. The document is divided into three sections, as follows:

- **Part One** addresses general information about your participation in the Plan
- **Part Two** addresses the “Plan-level” fees that may be charged to your account
- **Part Three** provides comparative fee and performance information for the investment options you are eligible to elect under the Plan.

Please review this information. In the event you have any questions, please call the Plan Administrator at (925) 208-9985.

#### Part One- Plan Participation

**Investment Instructions.** You have the ability to direct or make changes to how your account will be invested by using the various designated investment options available under the Plan. To direct or make changes to how your account will be invested, you must complete and submit an Investment Election Form. You may obtain a form online at <http://www.mfoww.org/>, or by calling the Plan Administrator to request that a Form be mailed to you. You may direct the investment of all funds held in your plan account.

**Limitation on Instructions.** An investment election may be processed to commence for a given quarter by submitting an Investment Election Form to the Administration office at least **15** days prior to the start of that next quarter. The deadlines for submitting an Investment Election Form are as follows: February 15 (for a March 1 commencement); May 15 (for a June 1 commencement); August 15 (for a September 1 commencement), November 15 (for a December 1 commencement).

**Voting Rights.** The Board of Trustees of the MFWO Pension Plan will exercise any voting or other rights associated with ownership of the investments held in your plan account.

**Designated Investment Options:** The Plan provides designated investment options into which you can self-direct the investment of your account. **Part Three** of this disclosure addresses these designated investment options.

#### Part Two- Plan Level Fees

**A. Annual Plan Administrative Fees.** Certain fees and expenses associated with the Plan, such as recordkeeping, compliance and accounting are paid from Plan assets, which will affect your account balance. These fees are as follows:

| Fee Type        | Fee Amount                       |
|-----------------|----------------------------------|
| Participant Fee | \$45 per participant per quarter |

**Note:** Other services may be provided periodically to the plan as necessary for compliance and custodial services. To the extent these expenses are not reimbursed by a third party, the plan may charge these expenses against participants’ accounts.

## Part Two – Plan Level Fees (Continued)

**B. Individual Participant Fees.** The Plan does not impose transaction charges against your account for certain features you may use (e.g., investment election changes, distribution processing, etc.).

**Note:** Certain investments may result in charges to your individual account. Part Three, below, provides information on these investment related charges.

## Part Three – Comparative Fees and Performance Information

**Background.** The tables below include important information to help you compare the investment options under the Plan. If you would like additional information about the investment options available, you can visit <https://www.dodgeandcox.com/fundinfo.asp> or contact the Plan Administrator at (925) 208-9985. A free paper copy of the information available on the website can be obtained by contacting the Plan Administrator.

Please note that the tables below only contains participant directed investment options, and does not address the Trustee managed account option.

**Summary.** There are three tables below. **Table A** consists of performance information for Plan investment options. This table will show you how well the investments have performed in the past. **Table B** shows you the fees and expenses you will pay if you invest in an option. **Table C** contains information about the annuity investment options available under the Plan

**Table A. Performance Information.** This Table focuses on the performance of investment options under the Plan that do not have a fixed or stated rate of return. The Table shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment options will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Internet at the Web site for each investment option listed below.

| Name/ Type of Option  | Average Annual Total Return as of<br>12/31/2024 |        |        | Benchmark                              |        |        |
|---|---|--------|--------|--|--------|--------|
|   | 1yr.  | 5yr.   | 10yr.  | 1yr.                                   | 5yr.   | 10yr.  |
| Stock Fund (mutual fund)<br><a href="https://www.dodgeandcox.com">https://www.dodgeandcox.com</a>               | 21.43%  | 14.09% | 12.14% | 26.38%                                 | 15.17% | 13.76% |
|   |   |        |        | S&P 500                                |        |        |
| International Stock Fund (mutual fund)<br><a href="https://www.dodgeandcox.com">https://www.dodgeandcox.com</a> | 11.96%  | 7.11%  | 4.93%  | 8.65%                                  | 6.25%  | 5.69%  |
|   |   |        |        | MSCI EAFE Index                        |        |        |
| Balanced Fund (mutual fund)<br><a href="https://www.dodgeandcox.com">https://www.dodgeandcox.com</a>            | 13.60%  | 9.35%  | 8.74%  | 16.17%                                 | 8.91%  | 8.83%  |
|   |   |        |        | Combined Index (60% S&P 500, 40% BCAG) |        |        |
| Income Fund (mutual fund)<br><a href="https://www.dodgeandcox.com">https://www.dodgeandcox.com</a>              | 2.92%   | 1.06%  | 2.39%  | 2.07%                                  | -0.60% | 1.19%  |
|   |   |        |        | Bloomberg U.S. Aggregate Bond Index    |        |        |
| Global Bond Fund<br><a href="https://www.dodgeandcox.com">https://www.dodgeandcox.com</a>                       | 2.28%   | 2.87%  | 3.58%  | 4.00%                                  | 0.19%  | 1.86%  |
|   |   |        |        | Bloomberg Global Agg Index             |        |        |
| Global Stock Fund<br><a href="https://www.dodgeandcox.com">https://www.dodgeandcox.com</a>                      | 12.66%  | 10.91% | 8.87%  | 15.58%                                 | 8.04%  | 6.97%  |
|   |   |        |        | MSCI ACWI Value Index                  |        |        |

**Table B. Total Annual Operating Expenses.** This Table shows fee and expense information for the investment options listed in Table A. This Table shows the Total Annual Operating Expenses of the options in Table 1. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. This table also shows Shareholder-type Fees. These fees are in addition to Total Annual Operating Expenses. (Based on information in Prospectus as of December 31, 2024)

| Name/ Type of Option     | Total Operating Expenses |             | Shareholder-Type Fees  |
|--------------------------|--------------------------|-------------|--|
|                          | As a %                   | Per \$1,000 |  |
| Stock Fund               | 0.51%                    | \$5.10      | Management Fees: 0.50%<br>Other expenses (transfer agent, custody, accounting, legal, etc.): 0.01% |
| International Stock Fund | 0.62%                    | \$6.20      | Management Fees: 0.60%<br>Other expenses (transfer agent, custody, accounting, legal, etc.): 0.02% |
| Balanced Fund            | 0.52%                    | \$5.20      | Management Fees: 0.50%<br>Other expenses (transfer agent, custody, accounting, legal, etc.): 0.02% |
| Income Fund              | 0.41%                    | \$4.10      | Management Fees: 0.40%<br>Other expenses (transfer agent, custody, accounting, legal, etc.): 0.01% |
| Global Bond Fund         | 0.52%                    | \$5.20      | Management Fees: 0.45%<br>Other expenses (transfer agent, custody, accounting, legal, etc.): 0.07  |
| Global Stock Fund        | 0.62%                    | \$6.20      | Management Fees: 0.60%<br>Other expenses (transfer agent, custody, accounting, legal, etc.): 0.02% |

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the long term effect of fees and expenses at [http://www.dol.gov/ebsa/publications/401k\\_employee.html](http://www.dol.gov/ebsa/publications/401k_employee.html). Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

**Table C. Annuity Options.** There are not currently any designated investment alternatives that are annuity options available under the Plan.

Please visit [http://www.mfowmpp.org/Documents/Pension/MFOW\\_Investment\\_Terms\\_Glossary.pdf](http://www.mfowmpp.org/Documents/Pension/MFOW_Investment_Terms_Glossary.pdf) for a glossary of investment terms relevant to the investment options under the Plan. This glossary is intended to help you better understand your options.

This document has been uploaded and is available on the participant website at [www.mfowmpp.org](http://www.mfowmpp.org).

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